



The United Nations has asserted that "*...the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields.*"¹

Today, women across the world still struggle for equal terms on the most basic levels in work and family. Even as governments pass new legislation to level the legal playing field, the reality of cultural norms shifts slowly, encumbered by deeply ingrained beliefs, and unchallenged biases and behavior. We will not attain true equality, and by extension "*development... welfare... and peace,*" without dialogue and communication about the gender experience of both females and males in our society.

Participants in the *Gender Equality and Leadership Program* will delve into what it means to be male or female in Vietnam, and more broadly, in the world. They will be asked to challenge assumptions and examine and discuss commonly held beliefs about gender roles.

Female participants will explore gender's influence on family and work life, particularly its impact on leadership. Male participants will consider how the concept of masculinity affects their own behavior and the roles and responsibilities they have in ensuring gender equality. All participants will learn foundational skills which will strengthen their ability to lead and communicate, to overcome gender stereotypes in their home and community, and to act responsibly as equal members of society.

¹ UN Committee on the Elimination of Discrimination against Women, *Convention on the Elimination of All Forms of Discrimination against Women*, 1979, www.un.org/womenwatch/daw/cedaw.

FORMAT AND AUDIENCE

The *Gender Equality and Leadership Program* is an eight week series with male and female participants each attending two sessions per week. It will consist of three distinct parts: five *open* discussion sessions for males and females, twelve *closed* group discussion sessions (limited to program participants - five female-only sessions, five male-only sessions, and two combined sessions), and leadership sessions for male and female program participants.

Target enrollment is 10-15 males and 10-15 females. Participants should enroll prior to the program and should be available to participate in at least 12 total sessions. Anyone who completes a minimum of 10 sessions will receive a certificate stating that they successfully completed the *Gender Equality and Leadership Program* at the U.S. Embassy Hanoi [American Center](#).

If you'd like to be one of the participants in closed sessions to receive a certificate, please provide your contact information and a brief statement at: https://creator.zoho.com/pashanoi/gender-equality-and-leadership#Form:Gender_Equality_and_Leadership

OPEN DISCUSSION SESSIONS FOR MALES AND FEMALES

Both male and female group members will participate together in the first five sessions (weeks 1-3). To encourage broad discussion and exposure to a variety of perspectives, these five sessions (only) will also be open to males and females not enrolled in the program. The facilitator will present information and pose questions to generate discussion.

CLOSED DISCUSSION SESSIONS: MALE-ONLY AND FEMALE-ONLY

At the end of week three, male and female program participants will attend a combined introduction session for the closed portion of the program (weeks 4-8).

Weeks 4-8, each participant will attend five male-only or five female-only sessions to discuss a range of gender-specific topics. Because participants are each more likely to share experiences and contribute to meaningful, candid conversation in a small, consistent group, the closed sessions will be limited to the 10-15 male or 10-15 female program participants. Closed discussion sessions will take place around a small table where all group members can see each other and participate equally in the conversation.

The program will end with a combined closing session where males and females will come together to share their reflections and key takeaways.

CLOSED LEADERSHIP SESSIONS FOR MALES AND FEMALES

The leadership sessions will expose male and female group members to core personal skills that will enable them to successfully pursue their goals. The facilitator will present the topic and may use discussion to explore personal examples and/or brief group activities to illustrate. Participants will benefit from both male and female perspectives.

SESSION TOPICS

WEEKS 1-3

Open Discussion Sessions – Males and Females

1. Gender Roles and How They Develop
2. Gender in the Community and Society
3. Gender in the Home
4. Gender in the Workplace
5. Cultural Depictions, Perceptions, and Stereotypes

Closed Combined Session: Intro to Weeks 4-8 (Program Participants Only)

WEEKS 4-8

Females-Only Discussion Sessions (Closed Group)

1. Confidence and Leadership Aspirations
2. Success and Likeability
3. Balancing Family and Career
4. Gender in the Home
5. Supporting Each Other

Males-Only Discussion Sessions (Closed Group)

1. The Concept of Masculinity
2. Gender in the Workplace
3. Balancing Family and Career
4. Gender in the Home
5. Influencing and Contributing to Cultural Norms

Leadership Sessions – Males and Females (Closed Group)

1. Emotional Intelligence Part I (Self-Awareness, Self-Management, and Self-Confidence)
2. Emotional Intelligence Part II (Social Awareness, Relationship Management)
3. Communication Skills Part I (Active Listening)
4. Communication Skills Part II (Crucial Conversations and Assertiveness)

Program Closing Session – Males and Females (Closed Group)

SESSION SCHEDULE

Week One

- Open/Combined Session 1 (Tuesday, 10 March)
- Open/Combined Session 2 (Thursday, 12 March)

Week Two

- Open/Combined Session 3 (Tuesday, 17 March)
- Open/Combined Session 4 (Thursday, 19 March)

Week Three

- Open/Combined Session 5 (Tuesday, 24 March)
- *Closed* Combined Session: Intro to Weeks 4-8 (Thursday, 26 March)

Week Four

- *Females* Discussion Session 2 (Monday, 30 March)
- *Males* Discussion Session 2 (Tuesday, 31 March)
- Combined Leadership Session 1 (Thursday, 2 April)

Week Five

- *Females* Discussion Session 3 (Monday, 6 April)
- *Males* Discussion Session 3 (Tuesday, 7 April)
- Combined Leadership Session 2 (Thursday, 9 April)

Week Six

- *Females* Discussion Session 4 (Monday, 13 April)
- *Males* Discussion Session 4 (Tuesday, 14 April)
- Combined Leadership Session 3 (Thursday, 16 April)

Week Seven

- *Females* Discussion Session 5 (Monday, 20 April)
- *Males* Discussion Session 5 (Tuesday, 21 April)
- Combined Leadership Session 4 (Thursday, 23 April)

Week Eight

- *Females* Discussion Session 6 (Monday, 4 May)
- *Males* Discussion Session 6 (Tuesday, 5 May)
- Combined Session: Program Closing (Thursday, 7 May)